

ATTACHMENT B

Follow up to your service request



Corban, Toni L. <toni.l.corban@accenture.com>

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to me, Manoj, Anil

Hi Manoj, I am in receipt of your emails. While I understand your perspective is different than Accenture's regarding your exit, it has been confirmed that you resigned from Accenture and after not being in contact with us for a period of time, your departure was processed in our system. The reason for your exit is your resignation. We received your resignation email dated 12/13/16 where you advise Mia Johnson that you would like to proceed with your exit process.

While many individuals at Accenture have offered to assist you with your inquiries, your tone in your latest email is no longer productive. We will consider this matter closed as we believe we have provided you the necessary information regarding your exit when you left Accenture in 2017.

Thank you.

From: Manoj Madathil [mailto:cmmanoj@gmail.com]
Sent: Wednesday, March 28, 2018 10:41 AM
To: Corban, Toni L. <toni.l.corban@accenture.com>
Cc: Manoj Madathil <cmmanoj@hotmail.com>
Subject: Re: [External] Re: Time to chat

Hello Toni,

Please see my responses inline with my initials marked and in Red font.

On Tue, Mar 27, 2018 at 4:44 PM, Corbar., Toni L. <toni.l.corban@accenture.com> wrote:
Hi Manoj. I have reviewed you're the referenced service request and spoke to the appropriate individuals regarding the questions that you have raised. I understand that you were advised on this matter through Anil but again I am happy to discuss live with you.

MM-> Yes, Anil did respond to the service request (SR). Responses I got from the SR clearly unfolded my forceful exit as an unlawful termination. Further Anil has stated that I was terminated as per the directions / advise given by Employee relations (ER) and individuals from CMT leadership; a decision not taken by Anil alone.

The service request outlined 3 items:

MM-> Unfortunately, you haven't captured the facts in SR accurately. It is unfortunate that an individual from HR / ER group is interpreting these with such a levity. Have you read the SR completely? If yes, you are extremely biased in drawing conclusions from the SR.

1. Separation process – without understanding your perspective related to violations/discrimination you referenced I am unable to look into this based on the current information I have.

MM-> I have clearly stated in the Service Request that it was an **unlawful separation** (aka unlawful termination). My perspective has no relevance here. It is

evident that my exit was a one-sided decision taken deceitfully and hence it was unlawful. HR (Anil) has stated in the service request that they made the decision based on the input from different groups/individuals, including Employee Relations. I am surprised you were not able to read this (or turning a blind eye?) from the Service Request and reducing it to merely a "Separation Process" issue. In fact, I am curious to know the role Employee Relations had taken in this (I assume you represent ER organization and hence I am raising this to you). Did Employee Relations advise HR or anyone else to terminate me? I am expecting a response to this as soon as possible (not after days) from your end. Let me reiterate that no one from ER, HR, and CMT leadership has communicated to me on the exit decision. Someone must really tell me ASAP the reason behind the one-sided and arbitrary decision to send (read as kick) me out; who all had taken a role in that decision?

2. Denial of access to key documents. I am happy to get you whatever documents you need, however I would need to understand what you are seeking

MM-> What all documents and portals I should have access to? Why my Enterprise Id remained disabled more than a year? I was badly in need of copy of my last two paystubs (paid on Jan 7th and Jan 22nd of 2017) many months back. Will you be able to go back in time and send this to fulfill my needs then? I was on payroll at least until Jan 31st, 2017 (or may be even later and is supposed to remain that way beyond that date). I wanted to access my paystubs securely and get proper copies in the same format that every employee receives for these periods. Not the tweaked white page compensation summary that states pay adjustments. How will you explain the missed opportunities via Alumni portal? Are you the right person to provide these?

3. Gap in medical coverage – you were eligible for COBRA coverage as you stated, which you would need to elect through our enrollment process. Your premiums for December would show in your January 6th paycheck as that covers the 12/31/16 pay period and coverage for December.

MM-> I am really embarrassed to see how you interpreted this part. Seeing the way, you distorted my statements I really doubt the intentions here. This is even worse harassment than what I faced in the HR service request responses. Even a child would know how to make COBRA elections once the written instructions are provided. You are conveniently ignoring the gap between the date Accenture ended my health benefits coverage, and the date Accenture informed me about the same. COBRA documents were dated February 2nd (as part of the one-sided exit) and arrived much later. My family and myself were at risk between the Accenture benefits coverage end date and the date we received respective COBRA information (insult to the injury caused by illegal termination). This is a very fundamental HR function to be overlooked. Further, it is intimidating to enforce a one-sided termination with an arbitrary benefits coverage end date and sending COBRA enrollment on a much future date (read as dates manipulated) without any communication (against law) in between. Do you really understand the meaning of the letter "H" in "H.R."? Do you uphold the spirit that this letter represents in its true sense? Please refer the service request if you failed to understand the risks I was put through and the details on the dates. I would really recommend you cross check those dates within Accenture systems to convince yourself. I do not have a better choice of words and language to communicate the unlawful termination that I faced with and the damages caused.

I understand from your email you do not want to speak live; however I am asking for further information.

MM-> I do not know the intention of this email thread you initiated asking me for information that HR/ER should have figured out last year before a decision on my exit was taken. I do not have any further information to provide since all the decisions were made one-side by one or more groups (may be individuals) in Accenture by keeping me in the dark. It will be appropriate for you to seek further information from those individuals and groups.

Thank you,
Toni

From: Manoj Madathil [mailto:cmmanoj@gmail.com]
Sent: Tuesday, March 13, 2018 7:01 PM

To: Corban, Toni L. <toni.l.corban@accenture.com>
Cc: Manoj Madathil <cmmanoj@hotmail.com>
Subject: [External] Re: Time to chat

Hello Toni,

Please let me know the call agenda and/or objectives you would like to achieve as well as the participants on the call.

We can talk on Friday at 9 am (or even earlier) if it is absolutely required for resolving my wrongful exit situation. . If the purpose of the call is to help you better understand the circumstances, please access the ticket (**SR #:** **1-10337378351**) I raised earlier this January with NA field HR core. I raised this ticket to demystify the circumstances around my exit episodes in January / February 2017. All the events related to this is detailed out in the ticket. If you cannot access the ticket, I will be happy to forward you the entire communication. It will be difficult for me to rewind and replay these again and again, especially on a call. In fact, these clarifications and discussions should have happened last year. Only one thing to add; no one from Employee Relations communicated to me last year (I understand you are on Employee Relations group). Only exception might be the communication if any sent to my Accenture ID during the days I was unable to access my emails. It came to my attention about ER involvement only this January (2018), when Anil Varughese (Field / Location HR, Dallas) mentioned about it in his responses to the above ticket. Pertaining to this, I do not have anything else to add.

I would prefer to clarify any thing I missed out via email and do a call only if it is absolutely required. At this point of time I am seeking a resolution without delays.

Thank you

Manoj

On Tue, Mar 13, 2018 at 12:03 PM, Corban, Toni L. <toni.l.corban@accenture.com> wrote:
Hi – I apologize for my delay in scheduling time, can you speak on Friday, 9 ET or any time after 3:30 ET. Let me know what works, thank you.

Toni L. Corban
Accenture Human Resources
North America Employee/Labor Relations, Learning and Career Services Associate Director
500 Campus Drive, Florham Park, NJ 07932
Phone: (973) 301-1350
Confidential Fax: (973) 255-3779

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Follow the discussion at #myconductcounts

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Time to chat



Corban, Toni L. <toni.l.corban@accenture.com>

Mar
13

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Toni L. Corban
Accenture Human Resources
North America Employee/Labor Relations, Learning and Career Services Associate Director
500 Campus Drive, Florham Park, NJ 07932
Phone: (973) 301-1350
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Manoj Madathil <cmmanoj@gmail.com>

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